

Office of the President
2185 Campus Box
Elon, NC 27244

Office of the Provost
2200 Campus Box
Elon, NC 27244

Dear President Book and Provost House,

We are writing as tenured and tenure-track faculty to voice our support for our part-time adjunct and fulltime non-tenure track colleagues at Elon who are forming a union with SEIU Faculty Forward.

At Elon, in the 2017-18 academic year, 28% of permanent, fulltime teaching faculty members were neither tenured nor on tenure-track contracts.¹ Furthermore, in the fall of 2017, 33% of all courses offered by the university were taught by part-time, adjunct faculty members.² Thus, a critical portion of our teaching faculty colleagues lack the basic support and protections enjoyed by those of us who are tenured or are on tenure-track contracts.

It is time to offer our fulltime non-tenure track and adjunct colleagues more equitable working conditions. The university depends upon part-time and non-tenure track labor and has the resources necessary to improve standards and conditions for this labor. Part-time adjunct and fulltime non-tenure track faculty are a vital part of Elon's academic community, and regardless of their contract type (continuing, senior lecturer, lecturer, limited-term, visiting, and part-time), these faculty play key roles in many university programs. Our colleagues need and deserve greater job stability, more equitable pay, and other benefits commensurate with those granted to tenured and tenure-track faculty members.

While there is a governance structure at Elon University that represents the interests of all faculty, part-time adjunct and fulltime non tenure-track faculty need their own organization to represent their unique interests, enabling them to speak freely in their own meetings, and then bring concerns to administration. This is why they are now mobilizing to form a union.

We tenured and tenure-track faculty at Elon strongly support our part-time adjunct and fulltime non-tenure track colleagues' efforts to unionize. We appreciate their contribution to teaching our students, developing their research agendas, and joining in the life of our programs, departments, and the university, and we realize that, without their hard work, Elon would not be able to fulfill its educational mission. We call on the administration to respect our colleagues' right to form a union with SEIU Faculty Forward.

¹ 2017 Academic Council Dashboard Report to the Faculty of Elon University," p. 1.

² 2017 Academic Council Dashboard Report to the Faculty of Elon University," pp. 34-36.

Sincerely,

Larry Basirico, Professor of Sociology and Anthropology
Jim Bissett, Professor of History and Geography
Stephen Bloch-Schulman, Associate Professor of Philosophy
Vanessa Drew Branch, Assistant Professor of Human Services Studies
Ann J Cahill, Professor of Philosophy
Mike Carignan, Associate Professor of History and Geography
Rod Clare, Associate Professor of History and Geography
Geoffrey Claussen, Associate Professor and Chair of Religious Studies
Anthony Crider, Professor of Physics
Mary Jo Festle, Professor of History and Geography
Eric M. Fink, Associate Professor of School of Law
Evan A. Gatti, Associate Professor of Art History
Tom Green, Professor of Psychology
Lynn Huber, Professor of Religious Studies
Charles F. Irons, Professor of History and Chair of History and Geography
Joel Karty, Professor of Chemistry
Michael B. Kingston, Professor of Biology & Environmental Studies
Cassandra Kircher, Professor of English
Jason A. Kirk, Associate Professor of Political Science & Policy Studies
Yoram Lubling, Professor of Philosophy
Ariela Marcus-Sells, Assistant Professor of Religious Studies
Michael Matthews, Associate Professor of History and Geography
Jessica Ann Merricks, Assistant Professor of Biology
Yuko Miyamoto, Associate Professor of Biology
Kevin Otos, Associate Professor of Theatre
Rebecca Todd Peters, Professor of Religious Studies
Douglas Redington, Associate Professor of Economics
Kirstin Ringelberg, Professor of Art History
Laura Roselle, Professor of Political Science & Policy Studies
Linda Sabo, Associate Professor of Performing Arts
Megan Squire, Professor of Computer Science
Brant Touchette, Professor of Biology
Beth Warner, Associate Professor of Human Service Studies